

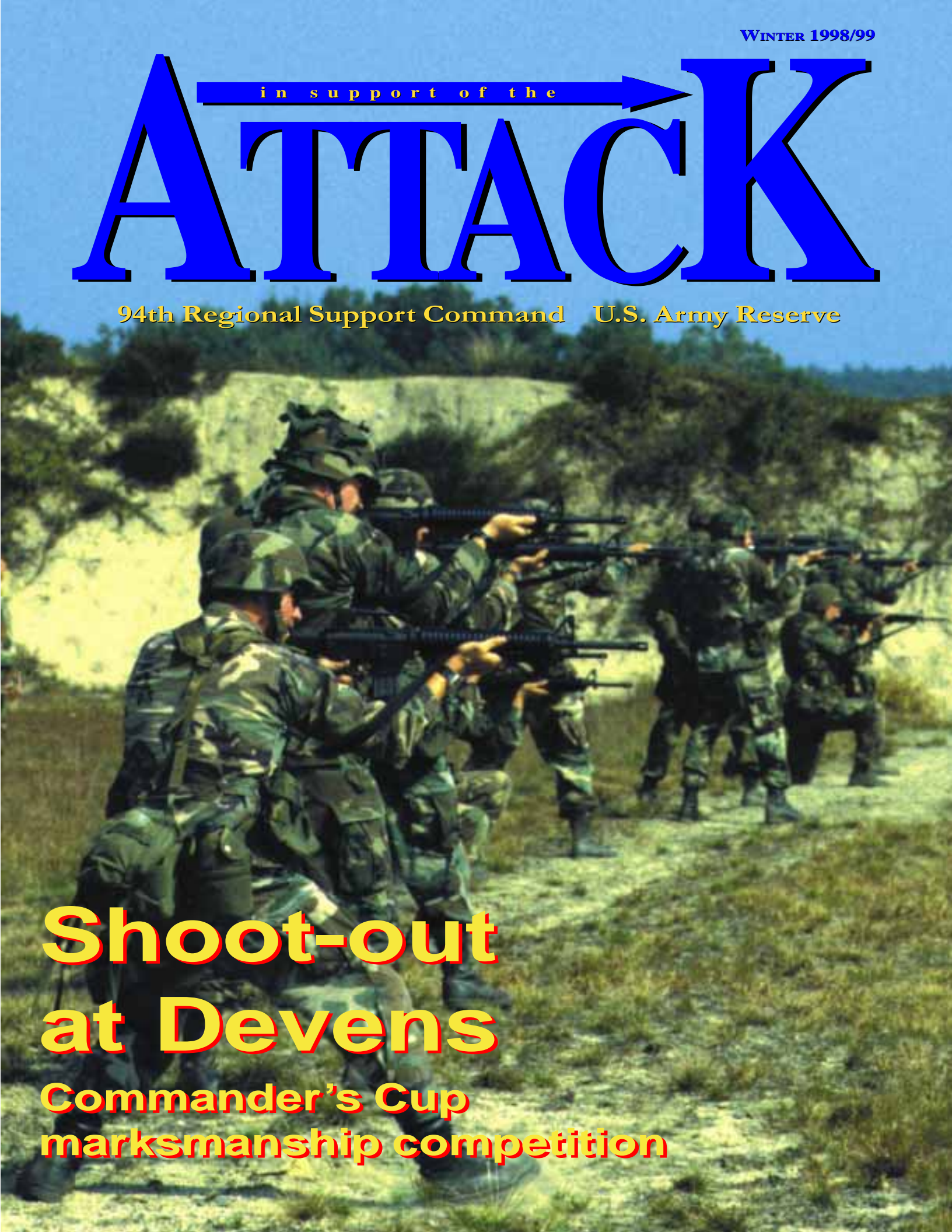
WINTER 1998/99

# in support of the **ATTACK**

94th Regional Support Command U.S. Army Reserve

## **Shoot-out at Devens**

**Commander's Cup  
marksmanship competition**





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## ATTACK ROSTER

94th RSC COMMANDER - MAJ. GEN. WILLIAM N. KIEFER

94th RSC PUBLIC AFFAIRS OFFICER - LT. COL. JEFF KEANE

362ND MPAD COMMANDER - MAJ. ED GRIFFIN

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STAFF WRITERS - STAFF SGT. DOUG HEATON, SGT. JERRY PARISELLA,

SGT. RICK SCAVETTA, SPC. CHRISTINE MONAHAN, SPC. MICHELLE CAMBRILS.

## Enemy

### Y2K poses no threat to soldiers' pay according to Pentagon officials

WASHINGTON — The Year 2000 computer problem won't affect DoD's ability to pay service members, and troops don't need to do anything special to protect their personnel or medical records, Deputy Defense Secretary John J. Hamre said here Jan. 14.

The Year 2000 problem, nicknamed "Y2K" and "millennium bug," refers to the computer industry's past practice of using the last two digits of years rather than all four — 1999 would be written "99." Old hardware and software are widely used and no one really knows what they'll do on Jan. 1, 2000 — they might treat "00" as "1900." Government and industry are scrambling for "compliance" — assurance their systems will handle the year change correctly. Hamre said all DoD pay systems are already Y2K-compliant, and DoD will continue to test the systems in March and April to ensure they will work.

"It's more complicated than just, 'Will our computers properly calculate pay?'," Hamre said. "We have to get electrons over to the Treasury Department. The Treasury Department has to pass on those electrons to the banks. The banks have to spread it out all over. We have something like 800 banks we do business with on a day-to-day basis."

He said DoD is working with all concerned to make sure pay will continue to flow. He said personnel and medical computer systems are also Y2K-compliant. Hamre said the Defense Department will be able to defend the United States and its vital interests in 2000 despite the millennium bug. He stood by his characterization from last October that DoD's Y2K problem will be more a "nuisance" than a crisis.

As of Jan. 1, he noted, 1,673 of DoD's 2,304 mission-critical systems had been fixed. Hamre said Defense Secretary William S. Cohen energized the unified commands by declaring Y2K a "warfighter problem" and directing them to fix their mission-critical systems. Hamre said the North American Aerospace Defense Command in Colorado Springs, Colo., for instance, tested the aerospace-warning segment of its systems in December. The tests were robust and covered all the dates that system analysts believe might cause problems, he said.

DoD also will participate in U.S. consequence support planning. The Federal Emergency Management Agency will probably be the lead element, Hamre said. DoD will set up its own Y2K command center and participate in Y2K operations in December. There is no plan now, however, to mobilize the Guard or active duty service members for Y2K operations.

"We're not going to know the extent to which and how we should best support the civil sector until we go through some planning," Hamre said. "People shouldn't be anxious about that. We will be ready to support whatever has to happen. Nobody's going to lose their Christmas."

## Friendly

### Washington proposes long-awaited pay boost for military personnel

WASHINGTON — An across the board pay raise, a targeted pay raise and a return to a retirement plan that pays 50 percent of base pay at 20 years are the three key elements of a compensation plan for service members.

The compensation plan — announced by Defense Secretary William S. Cohen and Army Gen. Henry Shelton, chairman of the Joint Chiefs of Staff, during a press conference at the Pentagon Dec. 21 — will be part of the President's fiscal 2000 budget.

The across the board pay raise is pegged at 4.4 percent and will take effect Jan. 1, 2000. Pay raises for the "outyears" of the budget — through 2005 — are tentatively set for 3.9 percent. "The increase is the largest in basic military pay in nearly a generation," Cohen said. "It compensates our service members adequately and fairly."

Civilian workers will receive the same increase.

The targeted pay raise is aimed at mid-level NCOs and mid-level officers. Raises call for an additional .5 percent to 5.5 percent taking effect July 1, 2000. If approved, one million service members will get a targeted raise, Pentagon officials said. These are the most highly trained personnel and the most attractive to private industry.

A senior defense official also called the targeted pay raise "pay table reform." He said the officer pay table is the "most out of whack" with only 37 percent of raises over a career coming from promotions and the rest through longevity. "The preponderance [of new targeted raises] are based on merit, performance, promotion versus just simply being in the service for long periods of time," said the official.

Shelton said the revision in pay tables would reward the "fast burners." "If you take one of our great staff sergeants [E-6] that has eight years of service, you'll find that one of his subordinates, who may be a sergeant, an E-5 pay grade, who has 14 years of service, makes as much or more than he does," Shelton said.

Cohen said this would allow DoD to do a better job in highlighting performance and rewarding service members for their skills, education, experience and leadership abilities.

The third part of the compensation package will change the current retirement system. Cohen said during his travels around the military, service members tell him the current "redux" retirement system, which came into effect on Aug. 1, 1986, is perceived as unfair. The previous retirement system provided 50 percent of base pay if a service member retired with 20 years in the military. Under redux, service members retiring after 20 years receive 40 percent of their base pay. Many mid-level service members who leave the service cite redux as one of the primary reasons for not staying. "We are committed to returning 20-year retirement to 50 percent of base pay," Cohen said.

## II. Mission

# 94th Regional Support Command

### Mission

**Provide trained and ready soldiers and units to America's Army.**



### Vision

**By the year 2002, the 94th RSC will excel in every area and provide an environment for continuous improvement. Our achievement will be evidenced by high morale and *esprit de corps*. We will have competent staff teams and the most mission-capable units in the Army Reserve.**



# Commander's Intent

## from Maj. Gen. Bill Kiefer

**Leaders who develop a climate of success know how to attract and keep winners on their teams.**



**A**s we enter the final year of the millenium, the 94<sup>th</sup> Regional Support Command remains focused on its top objective – to attract and retain quality troops needed to forge a highly-trained and ready force for the future.

Now that we have targeted our objective, we must develop our strategies for reaching it. Let's first look at attracting quality people and, secondly, at retaining quality soldiers.

### **Attracting quality people**

Everyone likes to play on a winning team and our potential recruits are no different. We must project a winning image of our units to attract quality people who will contribute to our success. Recruits must know when they join our units they will indeed "be all they can be."

Unit leaders must develop community outreach programs to broaden public awareness of the benefits of being a reservist. Open houses and displays at town fairs, high school sporting events, charity fund-raisers and other venues create opportunities for us to meet young men and women interested in joining our ranks.

Close working relationships with our local recruiters pay off. Discuss how to execute our plan for using the 94<sup>th</sup> sign "Career Information Center." Familiarize the recruiter with your organization. Ensure he or she is aware of bonuses and educational benefits for the MOS's within your unit. Discuss with recruiters the job skills and leadership skills taught during drill which translate into civilian employment opportunities.

Every member of the 94<sup>th</sup> is an ambassador for the Army Reserve. Discuss Reserve career opportunities with friends and neighbors. Share copies of *Attack* magazine.

Introduce people to the 94<sup>th</sup>'s Internet home page. Keep referral cards handy and use them.

Attracting talented men and women during a robust economy is a challenge not only for the Reserve but also for colleges and corporations across New England. Like others vying for the attention of talented young people, we must make recruiting activities part of our daily routine.

### **Retaining quality soldiers**

We all know the frustration of opening the sports page to discover that one of our favorite ball players has packed up for another city. Losing good people hurts.

Fortunately, Reserve units do not have to fight salary battles, free agency and incentive plans to keep winners on their rosters. We have all the tools needed to ensure our team stars keep playing for us.

Making the new rookie feel at home in the clubhouse from the first day is no different than a well-organized sponsorship program. Get our new star players into uniform, get them involved in training and you'll get them back after basic. Caring for soldiers begins from the moment a recruiter hands them over to us.

Caring not only for new soldiers but all soldiers is critical to healthy retention. Moreover, taking care of the team builds the culture of a "class" organization – an organization that people want to be a part of. A "class" organization has a reputation for working to be the best. It is composed of soldiers and their leaders who want to live up to that reputation. They demonstrate genuine pride, look out for each other and play to win.

### **Quality leaders build winning teams**

Leaders must ensure administrative

and personnel actions are handled efficiently. Keep members of the unit informed. Reward soldiers for their efforts. Thank them for their dedication and commitment. Keep telling them of their importance to your unit and the defense of their country.

A dynamic training environment is our strongest retention tool. To paraphrase Patton – Americans love a winner and will not tolerate a loser. Our soldiers will walk away from our units if they do not feel they are being trained to be winners.

Training is the primary function of this command. It is the core competency of every leader. The process starts with organized, thorough training meetings and culminates with effective After-Action Reviews. Training must be creative, battle-focused, thoroughly rehearsed and thoroughly resourced. The principles of Army training are outlined in FM 25-1—Training the Force and FM 25-101 Battle Focused Training. These principles must be practiced and reinforced. The goal is to make all your training interesting, meaningful and challenging.

We build winning organizations by attracting and keeping motivated soldiers. Squad leaders, platoon sergeants, platoon leaders, first sergeants and company commanders set the examples that inspire others to achieve.

Take an interest in your soldiers and help them succeed. Listen to them. Learn about their families, civilian jobs, or academic pursuits. Make sure they are able to take advantage of all their Army Reserve benefits. Assist them in their current duty positions and prepare them for their next assignment. Help them chart a course for their entire Army Reserve career. Leaders who develop a climate of success know how to attract and keep winners on their teams.

# 344th Military Police hits the field at Devens



**During the mission, soldiers use the SINGARS to coordinate moves between maneuvering squads while staying prepared to engage OPFOR troops.**

**Story and photos by  
Spc. Michelle Cambrils  
Staff Writer**

It was a warm, sunny, breezy day as the 344<sup>th</sup> Military Police Company prepared their training area for an exchange prisoner of war training exercise at Devens Reserve Forces Training Area.

Dust flew as they convoyed to their rally point and dismounted the vehicles. Once out into the open they split up into three teams and treaded into the woods.

The mission was to create a 360-degree defensive perimeter to secure a helicopter-landing zone to keep enemy from capturing the LZ. The mission helped show

the soldiers what it would be like if it were a real life situation and what could actually happen.

While waiting for their mission to begin, Spc. Aviles and other soldiers practiced hand signals that they learned in military police school. Soldiers also studied maps and SINGARS radio skills before the mission took place. Sgt. 1<sup>st</sup> Class Robert Sapiro, platoon sergeant of the unit, drew a sand map to show the soldiers what to do, and what kinds of actions were going to take place.

Once the mission began, adrenaline ran high as the soldiers high crawled through the woods, to get from one point to

the other and secure the landing zone. Squad leaders communicated by SINGARS radio with the commander to be able to give their teams orders. Once Team One reached the rendezvous point, squad leader Staff Sgt. Marvin Wade checked the landing zone for booby traps.

"I enjoy doing this. It is law enforcement as well as field training," said Wade, a former combat engineer soldier who has been in the MP unit now for almost two years.

The newest soldier to the unit, Pvt. Katrina Russo, said she enjoyed the field experience.



“This has been my first time in the field since I got out of basic in May. I have been with this unit since September. All of our other drills have been at home station, so it was a good experience to be back out in the field,” Russo said.

Russo was inspired to be an MP because her older brother had wanted to be a civilian cop. Since he usually does everything before her, she said she wanted the chance to do something before him. When she decided to join the Army Reserve, the Military Police was her first choice for duty.

“Since I have joined I have only gotten top notch training” Russo said.

The soldiers displayed team effort in all tasks they carried out to accomplish the mission. While many older soldiers described the training as a routine operation, it was an opportunity for new troops to refine the skills they had been given at Military Police school.



**NCOs conduct detailed after action reviews to ensure soldiers are confident of their abilities to work as part of a team.**



**“Once the mission began adrenaline ran high”**



**Soldiers maneuver together to establish perimeter security and prepare for enemy contact.**





**Story and photos by  
Staff Sgt. Stephen Lewald**

DEVENS, Mass - "This training is all about soldiers being confident about their weapon, so if they do go to war, they will come home," explained Sgt. 1st Class Leonard Lorentzen, NCOIC of the Commander's Cup Competition.

The competition, hosted by the 94th RSC, is a weekend of training which offers a combination of soldier weapon skills with a much different approach than a traditional M16 qualification range. It allows soldiers to move and react to movement in front of them, as if they were advancing forward on a battlefield.

Charlie Range echoed with the crackle of rifle fire throughout the weekend as troops competed for the honor of being named the 94th's top guns. Scores of soldiers advanced on moving targets as they developed marksmanship skills that will set them apart from other combat support and service support soldiers.

Forty two soldiers participated in the action-packed weekend. Troops zeroed their weapons and reviewed basic marksmanship techniques before confronting the challenging course.

Competitors engaged targets as far out as 600 meters. The troops learned to put rounds at center mass while firing prone, unsupported and sitting. They also

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fired at targets while marching steadily forward with rifles at the ready. They later ran down the course and dropped to one knee to fire once targets popped into view.

Under a brilliant sun on a warm August weekend, the 94th's expert marksmanship instructors coached soldiers and provided feedback as troops tackled the course modeled after the Australian Army's basic rifle qualification course.

"This will help me feel much more comfortable carrying my weapon, knowing I'll know how to use it, if it should come to that, in the event my unit is deployed to Bosnia," said Spc. Laura Warner, a medic from the 309th Combat Support Hospital.

Warner and other competitors said they found the training to be much more realistic and a lot more fun than the standard military ranges. Participating soldiers represented an array of military occupations specialties from across the 94th Regional Support Command.

Sgt. Ron Tetreault, a police SWAT sniper in civilian life, gave the course a big thumbs up.

"On a 25-meter range, it is real easy to get used to hitting paper targets that aren't moving. Out here you're moving, breathing heavy, and you really have to control your weapon. This is very realistic and beneficial for the soldiers," said Tetreault, who serves with the 94th Military Police Company.

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Sgt. Ross Coco from the 344th Military Police Company of New Haven, Conn., said he felt the competition was a much better way to show soldiers the proper use of their weapons. The competition adds realism at the firing range, which in turn will better prepare the soldier for future deployments, he pointed out.

According to Lorentzen, soldiers made dramatic improvement in hit ratios over the course of the weekend. As a result, the troops walked away more confident and competent shooters, he said.

The training's boost to the troops' confidence served to heighten the competitive spirit throughout the training, Lorentzen said. Equipped with a new set of skills, first time competitors expressed an eagerness to return next year for another chance to experience the unique training event, he said.



**“The competition adds realism at the firing range, which in turn will prepare soldiers for future deployments.”**

photos, clockwise, from right:  
Competitors take turns working target  
detail, troops engage targets from a  
variety of firing positions and ranges,  
94th marksmanship experts coach,  
score and control firing - all a part of  
honchoing the ranges.

# 94th Commander's Cup Competition



**“Out here  
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breathing heavy,  
and you really  
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your weapon.”**





# Introducing the 94th RSC Website



For information on the 94th RSC, contacts at other units, training and job opportunities, and other soldier resources, visit our website at <http://www.usarc.army.mil/94thRSC>.

# Northern



# Exposure

## Engineers put skills to work at Canadian base

By Spc. Christine Monahan  
Staff Writer

The 368th Engineer Combat Battalion (Heavy) participated in an effort to reconstruct areas of the Gagetown Canadian Forces Base that were destroyed in March 1998 by horrendous rain storms hitting the area.

The New England-based Engineer Battalion needed all the skills in their military tool bags to tackle the daunting missions the CFB offered. The overall mission entailed: improving six miles of road; demolitions training; constructing three concrete block buildings; constructing two steel reinforced concrete stabilization systems for tracked vehicle intersections; and constructing a sophisticated culvert system where a large section of road had been washed away.

The distance from New England to Canada and the rigorous logistical requirements provided the battalion an opportunity to use



helicopters to ferry equipment and materials to the field.

"The drive to the base took two long days. Soldiers lived in tents during the stopover, but it was worth it," said Bravo Company's 1st Lt. John Gorham of the trek north. "The planning and the focus of the trip were

great. It was a nice country. It was beautiful. Also, the people were great."

"Working for the Canadians provided incentives for us to do well, they expressed concern about the road and they really appreciated us. It wasn't like going down to Fort

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from page 12

Devens for A.T.,” said Gorham, a Civil Engineer for the U.S. Army Corps of Engineers when not in uniform, “Overseas training is a valuable tool for retention purposes, training out of the country appeals to soldiers.”

Gorham said Bravo’s troops benefited from a sense of accomplishment during their mission outside of U.S. borders.

“The Canadians helped us with logistics and supplies; they were very supportive. But, we did the work. We finished the product,” Gorham said.

Alpha Company’s 1st Lt. Allan Floyd, a research physicist in civilian life, agreed with Gorham and said “Everything is ‘joint forces’ operations now. Soldiers have to be able to work with other people with different customs. Even Canadians have cultural differences from ours.”

The battalion planned and executed construction missions all across the 40 square miles of CFB Gagetown. For example, Bravo Company constructed a steel reinforced concrete stabilization system at a four-way intersection used primarily by tracked vehicles. Headquarters Support Company’s equipment platoon, deployed from Manchester, NH, constructed a similar system. Removal of these driving hazards, and improving them with concrete stabilization systems, proved to be a big hit with Canadian tankers.

Bravo Company soldiers also constructed one of three concrete block buildings tasked to the battalion. The structure will be used as an observation building for one of Gagetown’s live-fire ranges.

Alpha Company, based out of Rochester, N.H., built a laundry facility for Camp Argonaut, a Canadian JROTC/ROTC-style camp. It also constructed a complex culvert system, that consisted of five individual drainage structures. The new culvert system will serve as the prototype for Gagetown’s erosion control system. According to

Alpha Company R.O.T.C. Cadet Joseph Morello, the erosion control culvert system will protect the habitats of fish and other wildlife year round.

Charlie Company, traveling from Rutland, Vt., completed a second concrete block building, also for use as a range observation point. Soldiers from Charlie also worked with Bravo Company soldiers in upgrading 6 miles of dirt road which is typically impassable in the spring, due to flooding.

A combination of training challenges and practical engineering missions validated the 368th Engineers’ readiness and willingness to deploy abroad and work hard. They faced and resolved numerous problems, proving their efficiency and adaptability, exhibited their pride in being U.S. Army soldiers, and developed confidence in themselves.

“This is the best mission I have had,” said Floyd.

**Clockwise, from bottom: Engineers improve flood-damaged road, equipment operators gain valuable practical experience, small unit leaders inspect mission progress, soldiers work use team work to accomplish mission. photos by 1st Lt. Rick Porter.**



# Riding the Rails Video Style

Story and photos by  
**Sgt. Rick Scavetta**  
Staff Writer

HOLLIS, NY — Train engineers of the 1205th Transportation Railway Operating Battalion recently test drove the latest high-tech locomotive simulators in Queens, New York.



**Civilian engineer John Issacs of the Long Island Railroad coaches Staff Sergeant T.J. Finn during simulator training in Queens, NY**

Eight enlisted reservists, all professional civilian engineers, went to the Long Island Railroad's \$9.6 million state-of-the-art facility in September to see if the simulators would help new railway soldiers better their skills and for the pros to freshen up operating under adverse conditions.

The 5,000 pound diesel engine cab is supported by six-foot hydraulic jacks that simulate the motion from the track. The engineer looks at a digitized video of real train runs on a screen out his forward window. A laser disc with the actual track information matches the motion of the cab to the sights on the screen. Add the proper bells and whistles and you are riding the rails.

"Out of a scale of one to ten, this was a ten," Sgt. 1st Class John Carbon said. A career railway professional, Carbon added how

he would like to have his soldiers get some simulated "stick time."

"The more stick time they get the better they will be at controlling the trains," Carbon said.

Facility supervisor William Jeffries, a retired USAR sergeant major, said the civilian trainer has great potential for training reservists.

"We have the ability to run soldiers through the paces without the expenses and potential hazards of using a live locomotive," Jeffries said.

The soldiers agreed. Sgt. Marion Green related training on expensive railroad equipment with student driving.

"You are not going to let your 15-year-old teenager out on the highway with your \$50,000 Mercedes Benz to learn how to drive," Green said. "The simulator gives learners a place to make their mistakes and to correct them on the spot."

The 2-year-old facility has two simulators, one an electric locomotive cabin like those used by commuter trains, the other a diesel engine almost identical to those used by the 1205th during field exercises.

During drills and annual training, soldiers may not get to run a locomotive with a heavy load, on rails covered with wet leaves. The simulators test their skills under difficult conditions.

**"You are not going to let your 15-year old teenager out on the highway with your \$50,000 Mercedes Benz to learn how to drive" Green said.**

Facility Manager Rod Brooks, who trains civilian engineers for the Long Island Railroad, took the soldiers through the paces.

"The Reservists had a chance to operate under many simulated conditions. Now they can go tell other soldiers the benefits of the training," Brooks said.

The 1205th was activated during Desert Storm. They were responsible for transporting ordnance up and down the east coast. Today, the unit is only one of two Army railway units and continues to train in Connecticut and at the Military Ocean Terminal, Sunny Point, in Southport, NC.



**Sgt. 1st Class Kenneth Clark, an 1205th TROB train engineer assists training in the control room of the Long Island Rail Road simulator.**



# Training to retain soldiers

**By Sgt. Scott Plumer**  
**Staff Writer**

DEVENS, Mass. — It's not only hard to find good help these days, it's just as hard to keep it.

That holds true in the booming economy and in the 94th Regional Support Command.

"Retention of soldiers is the number one priority of 94th RSC commander, Maj. Gen. William Kiefer," said Lt. Col. Roberta Flath of the 94th RSC Retention Office. "All soldiers, from the commander to the first line supervisors must take the retention of soldiers very seriously."

During the first six months of 1998, a staggering 1,386 soldiers left the 94th RSC out of 6,176, she said.

Flath explained that most soldiers leaving the Reserve are not the ones with rank and experience, but rather new soldiers with little time in service.

"Ninety percent of the 94th's losses were enlisted soldiers E-4 and below," she said. That was a total of 1,248, in the first six months of 1998, she said.

On the upside, the RSC has been able to replace most of those soldiers.

In that same six month period, 1,361 soldiers joined the 94th RSC, Flath added.

The 94th Retention Office is in the business of helping retain good soldiers because commanders are not always properly armed to deal with the matter, she said.

"We aren't even sure they are trained to retain. Each commander needs to have in place sponsorship, in-processing and accountability programs. Everyone needs to be involved in including a new soldier into the unit," Flath said.

"New soldiers need to feel welcome in a unit," she said. Commanders need to make sure the supervisors are getting involved in the soldier's life on a professional and somewhat personal level.

"Know your soldiers interests, expectations, problems and concerns," Flath added.



**LONDONDERRY, NH — Sgt. Joseph Bouchard, a Retention NCO speaks with Timothy Pierce about potential military occupation specialties. photo by Sgt. Scott Plumer**

**Each commander  
needs to have in place  
sponsorship,  
in-processing and  
accountability  
programs**

"People leave the military for many different reasons. Many of those can be avoided," she said.

"For instance, if someone needs

more money for school, we can direct them to the 94th Educational Services Specialist," Flath said. The Montgomery GI bill with additional bonuses and student loan repayment are available for certain military occupation specialties, she added.

Flath said units can now offer added flexibility to soldiers who are not able to make the assigned drill weekend.

"In the past an RST had to be performed from 30 days before the drill weekend to 30 days after. Now it has been changed to 60 days before to 60 days after the drill weekend," she said. "This will enable commanders to have more flexibility with their soldiers attending drill, Flath said.

Full-time retention is most desirable, but not always practical. That is where assistance from the retention office comes into play. For issues such as employee support, tuition assistance or general information on how to retain soldiers, contact the 94th Retention Officer at (978) 796-2416.

# IV. SERVICE AND SUPPORT

## Getting the most from your Reserve education benefits

**By Don Mooney**  
**94th RSC Education Office**

As a member of the Army Reserve there are a variety of educational programs, services and benefits available to help you set and achieve your educational goals. The programs are designed to meet the needs of as many people as possible. Some save you money and others save you time which can translate into money saved. These programs cover all levels of education from secondary to post doctoral and can be used while pursuing either a certificate or degree through a traditional setting or through a non-traditional approach.

One of the best educational benefits available to the Reservist is the counseling service of the Educational Services Specialist. This individual acts as your educational consultant and provides information not only on Army Reserve educational programs but on educational issues in general. The Education Specialist will work with you to help you set your educational goals and then devise a workable, realistic plan that will enable you to achieve those goals.

Montgomery GI Bill has been changed over the years since its inception in 1985. It currently provides a pool of money equal to \$9,036 payable over 36 months of full time attendance at a traditional college or university working for a 4 year baccalaureate degree. These benefits can be telescoped to as little as \$62.75 per month at ¼ time (six semester hours) for 10 years, or any combination therein. This bill will also pay benefits while attending most professional schools, trade schools, apprenticeship programs, and graduate schools. All programs of study must be approved by the Veterans Administration before any payment will be made which goes directly to the individual. This education benefit depends upon continued TPU participation and lasts for 10 years after becoming eligible.

Department of the Army also has a Student Loan Repayment Program which is based upon the critical needs of the Army. Critical military occupational specialties are

determined annually and reviewed semi-annually. Education loans amounting to \$10,000 (or \$20,000, depending upon the needs of the Army) will be paid back at 15% per annum plus interest for every year of satisfactory participation. This is a once-in-a-career benefit and the amount awarded cannot be increased should the Army's needs change.

Certain officer additional skill identifiers provides the appropriate medical personnel with a \$20,000 Health Professional Loan Repayment benefit. Education loans up to the \$20,000 limit will be paid back at 15% per annum plus interest for

military occupations have been evaluated and equated to comparable college courses. The American Council on Education (ACE) recommends that colleges and universities award credit for these experiences. To receive the recommended credit, the soldier must document the training on an AARTS transcript (Army/American Council on Education Registry Transcript System) or on DoD Form 295 and submit to the college or university for evaluation. The amount of credit awarded is entirely up to the college and varies from college to college.

Another program the soldier should consider is the college credit-by-examination program. You can earn ¼ to ½ of the hours required for your degree by passing examinations. This could accelerate your educational program by a year or two. Three different examination programs are available free of charge to soldiers, offering more than 150 subject areas to choose from. The three programs are: CLEP – College Level Examination Program; DSST – DANTES Subject Standardized Tests; and RCEP – Regents College Examination Program. The amount of credit recommended for the tests vary from 3 to 12 semester hours. These examinations are widely accepted by colleges and universities. However, you need to be aware that each school sets its own policy concerning which examinations will be accepted for credit and how much credit will be awarded.

The DANTES Independent Study Program allows the soldier to study at his or her own pace. There are over 5,000 college correspondence courses listed in the DANTES Independent Study Catalog. Tuition assistance is provided by the Army Reserve for the correspondence courses offered by the institutions listed in the catalog upon successful completion of the course. The amount of TA is 75% of the tuition charged by the institution and is reimbursed directly to the soldier. The maximum allowed per year is \$3,500 and will cover all approved courses at any level of degree.

Call Mr. Don Mooney at 1-800 .554-7813 ext. 2410 or Mr. Charles Shaw at (978) 796-2354 with any questions concerning these benefits. Mr. Shaw is the active duty Education Services Officer operating a satellite education center at Building 666 at Devens.

every year of satisfactory participation.

The Defense Activity for Non-Traditional Education Support (DANTES) offers a number of programs through your local Education Specialist as well as any military education center that can help you get credit for what you've learned outside the classroom. This is considered non-traditional education because they do not normally take place in a traditional classroom setting.

The typical military student receives about 15 semester hours of credit for prior military training. Over 10,000 courses and



# V. COMMAND AND SIGNAL

**SOUND OFF!**

## SOLDIERS' FEEDBACK

**Last issue's question: If you could change one thing to make your drill weekends more exciting, what would it be?**

We need constant job specific training. Every drill weekend must have time dedicated to training for our actual AT mission. For example, a Drill Sergeant unit should have training time dedicated to all BCT POI subjects. Individual Drill Sergeants would then be certified on teaching each task and stay proficient at them. We should not wait until AT to "turn on" our skills and rely on the job training when we are supposed to be demonstrating how effective our regular training is.

More challenging and meaningful training will also retain new soldiers who sometimes become bored and discouraged. Too many young soldiers are lost because they are not being challenged.

**SFC Bruce Diamond**  
1st /304th  
Manchester, NH

PT first thing in the morning when arriving to drill like boot camp was. After a 5 day work week doing some PT first thing in the morning can wake up and invigorate soldiers, leading to more productive training.

**SGT Osborne**  
439th QM CO Det.1

The drills of the 94th Band are thoroughly planned and productive. I do feel the commander and first sergeant could be even more creative if there were more space for our training. For example, one technique I have used in my civilian job as band director is to split the band up into several areas for sectional rehearsal, a very efficient way to rehearse technical parts. The 94th Band does not have space to run sectionals. We could also profit from the ability to rehearse more than one of our small groups simultaneously while still having space to train remaining band members. Our small groups include the jazz band, combo, rock group, dixie band, brass quintet, clarinet

choir, and flute choir. It is now (without space) difficult to find rehearsal time for these groups without creating down time for other band members. The 94th Band could utilize a few small rehearsal rooms. This would allow the commander to make every minute of each drill productive for the entire band without sacrificing the existence of the small groups.

Thank you for listening and providing a place to share thoughts.

**Charles R. Emery**  
SSG, 94th Army Band  
East Windsor, CT

Congratulations on your excellent publication. I am pleased to see that it is printed in the five-paragraph OPORDER format. I believe it is important for all soldiers to know the operations order. I would like to suggest that part of the magazine could be dedicated to professional development topics. For instance, an article on one aspect of the operations order, such as weather and its effect on the mission, would be helpful to soldiers.

**John A. Delcore**  
167th Corps Support Group  
MAJ, AR, USAR

**We will pose a question to the readers every issue and print your responses in the next edition. This is your chance to help make your Reserve duty more meaningful and exciting.**

**Next issue's question: In your opinion, what factors lead to retention problems and what can be done to solve them?**

**Mail your response to the 362nd Mobile Public Affairs Detachment, Armed Forces Reserve Center, 64 Harvey Road, Suite 240, Londonderry, NH 03053 or email us at [egpao@aol.com](mailto:egpao@aol.com).**

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